

RECEIVED

UNITED STATES DISTRICT COURT  
WESTERN DISTRICT OF TENNESSEE  
WESTERN DIVISION

2014 MAR 11 AM 10:35

THOMAS H. GOLD  
CLERK, U.S. DISTRICT COURT  
WESTERN DISTRICT OF TENNESSEE

Tamara Brown  
7837 South Garden Manor Drive Apt 1D-202  
Memphis, TN 38125  
(Name of plaintiff or plaintiffs)

v.

CIVIL ACTION NO. \_\_\_\_\_

Desoto County Schools  
5 East South Street  
Hernando, MS 38632  
(Name of defendant or defendants)

**COMPLAINT UNDER TITLE VII OF THE CIVIL RIGHTS ACT OF 1964**

1. This action is brought pursuant to Title VII of the Civil Rights Act of 1964 for employment discrimination. Jurisdiction is specifically conferred on the Court by 42 U.S.C. §2000e-5. Equitable and other relief are also sought under 42 U.S.C. §2000e-5(g).

2. Plaintiff, Tamara Brown  
(name of plaintiff)

is a citizen of the United States and resides at 7837 South Garden Manor Drive  
(street address) Apartment #10-202  
Memphis, Tennessee United States of America TN  
(city) (country) (state)  
38125 901 297 8292  
(zip code) (telephone number)

3. Defendant DeSoto County Schools  
 (defendant's name)  
 lives at, or its business is located at 5 East South Street  
Hernando, MS (street address)  
38632

4. Plaintiff sought employment from the defendant or was employed by the defendant at  
5 East South Street  
Hernando, United States (street address) MS (state) 38632  
 (city) (country) (zip code)

5. Defendant discriminated against plaintiff in the manner indicated in paragraph 9 of this complaint on or about \_\_\_\_\_

\_\_\_\_\_ (day) \_\_\_\_\_ (month) \_\_\_\_\_ (year)

6. Defendant filed charges against the defendant with the Tennessee Fair Employment Commission charging defendant with the acts of discrimination indicated in paragraph 9 of this complaint on or about \_\_\_\_\_

\_\_\_\_\_ (day) \_\_\_\_\_ (month) \_\_\_\_\_ (year)

7. Plaintiff filed charges against the defendant with the Equal Employment Opportunity Commission charging defendant with the acts of discrimination indicated in paragraph 9 of this complaint on or about 1 December 2011.

\_\_\_\_\_ (day) \_\_\_\_\_ (month) \_\_\_\_\_ (year)

8. The Equal Employment Opportunity Commission issued a Notice of Right to Sue, which was received by plaintiff on 11 05 2013. (Attach a copy of the notice to this complaint.)

9. Because of plaintiff's (1) X race, (2) \_\_\_ color, (3) \_\_\_ sex, (4) \_\_\_ religion, (5) \_\_\_ national origin, defendant

(a) X failed to employ plaintiff.

(b) \_\_\_ terminated plaintiff's employment.

(c) \_\_\_ failed to promote plaintiff.

(d) \_\_\_\_\_

10. The circumstances under which defendant discriminated against plaintiff were as follows: Please view attached EEOC Paperwork  
Discrimination took place between 2007 thru 2011

11. The acts set forth in paragraph 9 of this complaint

- (a)  are still being committed by defendant.
- (b)  are no longer being committed by defendant.
- (c)  may still be being committed by defendant.

12. Please attach to this complaint a copy of the charges filed with the Equal Employment Opportunity Commission, which are submitted as a brief statement of the facts supporting this complaint.

WHEREFORE, Plaintiff prays that the Court grant the following relief to the plaintiff:

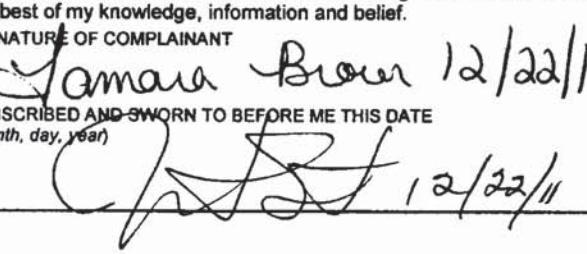
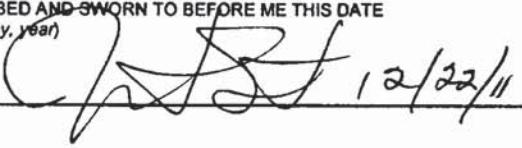
- (a) \_\_\_\_\_ Defendant be directed to employ plaintiff, or
- (b) \_\_\_\_\_ Defendant be directed to re-employ plaintiff, or
- (c) \_\_\_\_\_ Defendant be directed to promote plaintiff, or;
- (d) \_\_\_\_\_ Defendant be directed to \_\_\_\_\_

and that the Court grant such other relief as may be appropriate, including injunctive orders, damages, costs and attorney's fees.

13. I would like to have my case tried by a jury. Yes ( ) No ( )

Janice Brown  
SIGNATURE OF PLAINTIFF

EEOC Form 5 (11/09)

CHARGE OF DISCRIMINATION		Charge Presented To: <input type="checkbox"/> FEPA <input checked="" type="checkbox"/> EEOC	Agency(ies) Charge No(s): 490-2012-00509
This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.			
Tennessee Human Rights Commission			
State or local Agency, if any		and EEOC	
Name (Indicate Mr., Ms., Mrs.) <b>Ms. Tamara N. Brown</b>		Home Phone (Incl. Area Code) <b>(901) 297-8292</b>	Date of Birth <b>1975</b>
Street Address <b>6337 Salmon Drive, Memphis, TN 38115</b>	City, State and ZIP Code		
Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)			
Name <b>DESO TO COUNTY SCHOOLS (CENTERHILL ELEM. &amp; DESOTO CENTRAL)</b>	No. Employees, Members <b>101 - 200</b>	Phone No. (Include Area Code) <b>(662) 429-5271</b>	
Street Address <b>5 East South Street, Hernando, MS 38632</b>	City, State and ZIP Code		
Name	No. Employees, Members	Phone No. (Include Area Code)	
Street Address	City, State and ZIP Code		
DISCRIMINATION BASED ON (Check appropriate box(es).)		DATE(S) DISCRIMINATION TOOK PLACE Earliest <b>03-25-2011</b> Latest <b>07-05-2011</b>	
<input checked="" type="checkbox"/> RACE <input type="checkbox"/> COLOR <input type="checkbox"/> SEX <input type="checkbox"/> RELIGION <input type="checkbox"/> NATIONAL ORIGIN <input type="checkbox"/> RETALIATION <input type="checkbox"/> AGE <input type="checkbox"/> DISABILITY <input type="checkbox"/> GENETIC INFORMATION <input type="checkbox"/> OTHER (Specify)		<input type="checkbox"/> CONTINUING ACTION	
THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)).			
<p>On March 25, 2011, I applied for a full time teaching position with Desoto County School to work at Desoto Central Middle and Centerhill Elementary. I interviewed for the positions on July 5, 2011, but I was not selected. During the time I substituted at both locations, I noticed neither schools employed Black teachers.</p> <p>I believe I have been discriminated against because of my race (Black) in violation of the Title VII of the Civil Rights Act of 1964, as amended.</p>			
I want this charge filed with both the EEOC and <b>DESO TO COUNTY SCHOOLS</b> . I will advise the agencies if I change my address, phone number, and will cooperate fully with them in the processing of my charge in accordance with their procedures.		NOTARY – When necessary for State and Local Agency Requirements	
I declare under penalty of perjury that the above is true and correct.		I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief. SIGNATURE OF COMPLAINANT  SUBSCRIBED AND SWEORN TO BEFORE ME THIS DATE (month, day, year) 	
Dec 22, 2011	Date		
			

## U.S. EQUAL OPPORTUNITY COMMISSION

## DISMISSAL AND NOTICE OF RIGHTS

To: **Tamara N. Brown**  
**8354 Championship Drive**  
**Memphis, TN 38125**

From: **Memphis District Office**  
**1407 Union Avenue**  
**Suite 901**  
**Memphis, TN 38104**



*On behalf of person(s) aggrieved whose identity is  
 CONFIDENTIAL (29 CFR §1601.7(a))*

EEOC Charge No.

EEOC Representative

Telephone No.

490-2012-00509

**Julienne G. Smith,**  
**Investigator**

(901) 544-4371

## THE EEOC IS CLOSING ITS FILE ON THIS CHARGE FOR THE FOLLOWING REASON:

- The facts alleged in the charge fail to state a claim under any of the statutes enforced by the EEOC.
- Your allegations did not involve a disability as defined by the Americans With Disabilities Act.
- The Respondent employs less than the required number of employees or is not otherwise covered by the statutes.
- Your charge was not timely filed with EEOC; in other words, you waited too long after the date(s) of the alleged discrimination to file your charge
- The EEOC issues the following determination: Based upon its investigation, the EEOC is unable to conclude that the information obtained establishes violations of the statutes. This does not certify that the respondent is in compliance with the statutes. No finding is made as to any other issues that might be construed as having been raised by this charge.
- The EEOC has adopted the findings of the state or local fair employment practices agency that investigated this charge.
- Other (briefly state)

## - NOTICE OF SUIT RIGHTS -

(See the additional information attached to this form.)

**Title VII, the Americans with Disabilities Act, the Genetic Information Nondiscrimination Act, or the Age Discrimination in Employment Act:** This will be the only notice of dismissal and of your right to sue that we will send you. You may file a lawsuit against the respondent(s) under federal law based on this charge in federal or state court. Your lawsuit must be filed WITHIN 90 DAYS of your receipt of this notice; or your right to sue based on this charge will be lost. (The time limit for filing suit based on a claim under state law may be different.)

**Equal Pay Act (EPA):** EPA suits must be filed in federal or state court within 2 years (3 years for willful violations) of the alleged EPA underpayment. This means that backpay due for any violations that occurred more than 2 years (3 years) before you file suit may not be collectible.

Enclosures(s)

On behalf of the Commission

**Katharine W. Kores,**  
**Director**

FEB 28 2013

(Date Mailed)

cc:

Elizabeth J. Owens  
 Treadway Law Firm  
 P.O. Box 613  
 Olive Branch, MS 38654

Tamara Brown

v

Desoto County  
Schools

SAMUEL H. MAYS, JR.

Tamara Brown

v

Desoto County  
Schools

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